

PROPOSED CLASSIFIED BARGAINING UNIT
CONTRACT LANGUAGE CHANGES

Note: Below are the actual proposed changes to your Classified Bargaining Unit Agreement. Only those articles or sections containing changes are included. You may assume that any language that does not appear remains unchanged. Please take the time to read all the proposed changes very carefully.

Key: Underlined text is new contract language
~~Strikethrough~~ text is existing contract language that is to be deleted
Regular text is existing contract language that is to remain as is

ARTICLE XVII - PAID LEAVES

A. Categories of Paid Leaves

1. Sick Leave

a. Sicknesses or Death

- (1) Each full-time employee is entitled to four days of sick leave as of the first day of employment of each current year, and thereafter is credited with one additional day of sick leave at the end of each month of employment. However, no employee may earn, during a fiscal year, more than a total of one day of sick leave for each month of employment. The unused portion of sick leave shall accumulate from year to year to the limit permitted by Statute. "Sick Leave" shall be defined as personal illness or disability of the employee, or illness or death of a member of his/her immediate family. "Immediate Family" shall be defined as a spouse, parent, child, brother, sister, grandparent, parent-in-law, sister-in-law, brother-in-law, other close relative, or member of his/her own household.
- (2) An employee may authorize the transfer of some or all of his or her accumulated sick leave to his or her ~~spouse, child, parent or sibling~~ immediate family (as defined in subsection (1) above) who is also an employee of the School Board of Sarasota County. This transfer of sick leave is voluntary on the part of the donating employee. Sick leave may only be transferred to those family members specified above and may not be transferred between non-related employees. Sick leave may only be transferred when the receiving employee has fully exhausted his or her existing sick leave accrual (excluding sick leave bank days) and must be utilized at the time of transfer. Sick leave may only be transferred while the family member is on approved sick leave status. This transfer may occur across bargaining units.
- (3) A sick leave bank is set forth in Appendix C which is attached hereto and made a part hereof.
- (4) Other than as described in Section B above, sick leave credit may not be transferred or loaned to another employee.

This broadens the definition of family so that an employee can transfer his or her sick leave to a larger family group. This definition also includes domestic partners.

ARTICLE XXVII - BENEFITS

A. Health Insurance

Plan Specifications

The parties agree to bid out the current health plans for the 2012 calendar year. The specifications for those plans appear below.

~~In the event the district's health plan increase exceeds 3% of the previous year's (2011) costs, the parties agree to re-open negotiations to find other ways of saving an amount equal to the difference.~~

1. Preferred Provider Plan - The School Board will provide a Preferred Provider health insurance plan to each employee at no cost with the following minimum specifications:
 - a. Unlimited Lifetime Maximum ~~of \$5,000,000~~
 - b. Deductible - Individual \$500
 - c. In-Network Coinsurance at no less than 90%
 - d. In-Network coinsurance will apply to all expenses incurred (not just those determined to be usual and customary).
 - e. Out-of-Pocket Maximum - ~~\$1500 per individual plus deductible~~ \$2,000 including deductible
 - f. Yearly Physical Examination (subject to \$250 yearly limit)
 - g. Primary Care Physician Co-Pay - \$25; Specialist Co-Pay - \$50
 - h. Prescription Drug Schedule - \$20/\$40/\$60
 - i. Emergency Room Visit - \$150
2. HMO Plan - The School Board will provide an HMO health insurance plan as an option to employees who do not wish to participate in the PPO plan. The lifetime maximum coverage for the HMO plan will be unlimited. The HMO will be offered to all employees at no cost with the following minimum specifications:
 - a. Lifetime Maximum – Unlimited
 - b. Deductible - \$250
 - c. Primary Care/Specialist Office Visit - \$20/\$40

This language is responsive to changes to health care required by the Affordable Care Act. It does not change how much employees have to pay out of pocket from the present amount.

<p>d. Inpatient Hospital - \$200/Admission</p> <p>e. Emergency Room Visit - \$150</p> <p>f. Out of Pocket Maximum – \$1,500 per individual <u>\$1,750 including deductible</u></p> <p>g. Yearly Physical Examination (subject to \$20 co-payment)</p> <p>h. Prescription Drug Schedule - \$20/\$40/\$60</p> <p>C. Cafeteria Plan - The School Board will provide to each employee at no cost the following benefits:</p> <p>1. Life Insurance - \$25,000 <u>\$50,000</u> for each employee</p>	<p>This restores our Board-paid life insurance to the pre-recession \$50,000 level, doubling the coverage from the present amount.</p>
<p><u>ARTICLE IX - SALARIES</u></p> <p>A. Salary Schedule</p> <p>The salary of each employee covered by this Agreement is set forth in Appendix A, which is attached hereto and made a part hereof.</p> <p>B. The 2012-2013 school year salary Agreement is as follows:</p> <p>1. Employees will receive their normal longevity progression for the 2012-13 school year and will be advanced an additional longevity step to compensate for any longevity progression not granted for the 2011-2012 school year.</p> <p>1. Any employee not receiving a salary increase due to longevity progression will receive a cash bonus equal to three percent (3%) of Step Zero of the employee's current salary lane. Any employee receiving this bonus will be paid one half of the bonus on his or her December 14, 2012 paycheck and the remainder on his or her June 14, 2013 paycheck. To qualify to receive the bonus payment on December 14, 2012, the employee must have worked at least 50 days prior to December 14, 2012 and be in a paid status during the pay period (November 16-29, 2012). To qualify to receive the bonus payment on June 14, 2013, the employee must have worked at least one half the year plus one day and be in a paid status during the pay period (May 17-June 1, 2013). There will be no proration of these bonuses for employees working less than a complete school year.</p> <p>2. The Board agrees to grant all employees two compensatory days for the 2012-13 school year. These days will be taken by all staff on Monday, August 13, 2012 and either Tuesday, June 4, 2012 for 196 day staff or Friday, June 7, 2013 for 220 day and 240 day staff. All work sites will be closed on Monday, August 13, 2012 and Friday June 7, 2013. Each 186 day employee will be credited with one additional personal day for use during the 186 day contract year. This day must be</p>	

<p>used in its entirety and will be the first personal days used by the employee. The prior approval process described in Article XVII(A)(2) must be followed. If unused by the last day of an employee's contract year, this additional day is lost/forfeited. In no event will an employee be compensated for his or her personal day.</p> <p>1. <u>For the 2013-14 school year all salary schedules will receive a 3.25% (three and one quarter percent) across-the-board increase. This increase will be fully retroactive to July 1, 2013 for all employees. There will be no step increments granted for the 2013-14 school year.</u></p> <p><u>The parties agree that should the funding level provided by the Employee Salary Allocation line item of 2013 (\$6.3 million after reduction for charter schools) not be appropriated or converted to an increase in the base student allocation or other funding source, each employee's salary and the included salary schedules will be reduced by 3.25% (or a pro-rata reduction in the case of partial reduction in the Employees Salary Allocation line item of 2013) as of the close of business on June 30th of the last school year such appropriation was made.</u></p> <p>3. Salary and longevity schedules are included as part of this Agreement and appear in Appendix A, contained herein.</p> <p>4. Step raises are negotiable yearly.</p>	<p>This year's salary increase is a 3.25% across-the-board increase. All salaries will be increased by 3.25%. Should the state not fund this increase in future years, the money or a portion of it will come off the salary schedule and bargaining will begin anew on how to fund it.</p> <p>No step increments will be granted this school year.</p>
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